

COMMANDING OFFICER'S POLICY LETTER ON DRUG AND ALCOHOL ABUSE

There is "ZERO TOLERANCE" at Naval Station Norfolk, Virginia (NAVSTA NORVA) for illegal drug use and alcohol abuse. The abuse of drugs and alcohol can seriously damage physical and mental health, jeopardize your safety and the safety of others, lead to criminal prosecution, and discharge under other than honorable conditions. Any drug abuse or irresponsible use of alcohol by command personnel will not be tolerated and will be seen as a grievous failure to promote personal excellence and healthy lifestyles.

Naval Station Norfolk personnel with concerns about their personal use of drugs or alcohol, or that of others with whom they work, should seek help from the Command Drug and Alcohol Program Advisor (DAPA) for military personnel, or HRO Norfolk's Civilian Employee Assistance Program (CEAP) for civilian personnel. Alcoholism is a treatable disease and can be dealt with while continuing your naval/civilian career. Alcohol education is also available for those who are unsure of the effects of alcohol use.

All military and civilian personnel are responsible for and will be held FULLY accountable for their personal activities relating to drug and alcohol abuse and for any substandard performance or illegal acts resulting from such activities. In particular, illegal drug use by military members may result in Captain's Mast or courts-martial and mandatory processing for administrative separation from the Navy. Civilians using illegal drugs may voluntarily identify themselves for "Safe Harbor" (prior to any official notification of an impending drug test). Otherwise, a positive determination will result in disciplinary action that may include removal. The consumption of alcoholic beverages during normal working hours including breaks, after which work is resumed, or by any personnel in a duty status is not authorized. Each of us is responsible for reporting known or suspected incidents of drug abuse or trafficking to an immediate supervisor or the Commanding Officer, Executive Officer, or Security Officer.

G. L. BECKER
Captain, U. S. Navy
Commanding Officer
Naval Station Norfolk

Enclosure (1)